



TEAM UCP NEWSLETTER

March 2017

#Communicate #Serve #Grow #Sustain

**CONGRATULATIONS!
MARCH 2017
ANNIVERSARIES**

A Message from the CEO

By: Doug Bergman

We are coming up to our half-year mark for this fiscal year and we are at an outstanding 99.7% safety record for the entire organization!! That is a fantastic job by everyone!

With nearly 800 team members, working with a variety of clients; a transportation department driving over 4,000 miles every day, along with CBI's out and about on the highways and streets, not only driving safely themselves, but driving defensively, watching out for the other guys as well**this is a real feat!** Each and every day that you work safely means you can return to your home to lives outside of work in the same way you left and that is our goal! I am so proud of all that you do and I can tell you that our safety record is always met with surprise when I tell other's the number of staff we have and our safety record, they are astonished! Keep up the great job you are doing; be safe!



Program Spotlight

By: Eric Ciampa

Please join me in congratulating Chris Dorsey for her promotion from Program Supervisor to Program Manager at TRII & DO programs. Below is her Bio for you to get to know a little about her.

“Kindness is the opportunity that we have every day to change the world” Chris Dorsey

I began working with people with disabilities in 1986 in southern California. I became a Facility Manager for a 6 bed ICF-DDH; working there for 11 years. Eventually I became an Administrator with a residential program for at-risk youth here in Sacramento, for 19 1/2 years. During the years I worked with these programs, I was delighted to create opportunities for my clients in community integration and volunteer activities.

What began with yearly camping trips and visits to Disneyland, resulted in opportunities for clients to volunteer and support others in the community: we assisted Kiwanis's crab feeds; worked in the Earl J Koobs Nature Area; Carmichael Creek Week; and American River clean up. I believe given the opportunity all people wish to involve themselves in meaningful and purposeful activities, as well as support the communities they live in.

As I've learned over the years, personal choices are the key to growth and success - which makes my employment at UCP a perfect match. Once I began to work here I discovered a group of people who believed as I did. All reaching out for purpose, individuality and meaning through self-advocacy and personal choices.

I am thankful for the opportunity to serve this wonderful group of people from whom I learn every day.


Randi Koutney, Respite	16 yrs
Robert Martinez, Trans	13 yrs
Nirpal Bisla, Respite	13 yrs
Nichole Weeks, Respite	12 yrs
Carol Cantrell, Respite	12 yrs
Douglas Bergman, Admin	11 yrs
Beatrice Wilson, SJAGE	11 yrs
Wade Cater, Shuttle	10 yrs
Emily Hunt, Shuttle	10 yrs
Krystal Thomas, Respite	9 yrs
Amparo Panuco, Respite	9 yrs
Fuad Haddad, Respite	9 yrs
Carmen Barrios, TRI	8 yrs
Marie Rubio, Respite	8 yrs
Ka Chang, SAAGE	6 yrs
Trevor Levitt, Respite	6 yrs
Austin Grass, Respite	5 yrs
Susan Theisen, Respite	5 yrs
Evelyn Anderson, Respite	5 yrs
Sherrey Giberson Respite	5 yrs
Ofelia Perez, Respite	5 yrs
Anna Martinez, Respite	5 yrs
Valerie Edmondson, Respite	4 yrs
Thuy Truong, Respite	4 yrs
Vanessa Nichols, Respite	4 yrs
Kathaleen Morgan, Respite	4 yrs
Monica Haruna, Respite	4 yrs
Ana Martinez, SJAGE	4 yrs



UCP of Sacramento and Northern California is the leading provider of comprehensive services to children and adults with all developmental disabilities and their families. UCP works with 4,775 people a month in our eight-county area, empowering children and adults who—without support—would be isolated from community.

Development & Marketing News

By: Steve Horton

 You can be a part of enhancing UCP's online presence. Share a post from UCP's Facebook or make a comment - www.Facebook.com/myUCP.

Do the same for UCP's Instagram at :

Instagram.com/UCPSacramento & UCP's Twitter [@UCPsacramento](https://twitter.com/UCPsacramento)

Do you know someone whose' company is doing a spring fundraiser? Make sure to recommend UCP as a recipient of the donations!



UCP Safety Culture: By: Kyle Vang

UCP of Sacramento and Northern California has a zero tolerance drug and alcohol policy and is dedicated to providing a safe, healthy, and productive work environment for all team members and our clients. UCP recognizes that the illegal and excessive use of prohibited drugs and or alcohol are not conducive to safe working conditions. Therefore, it is the objective of UCP to have a work force that is free from the influence of prohibited drugs and or alcohol during work hours. The use, sale, purchase, transfer, possession, or presence in one's system of any prohibited substances by any team member while on UCP's premises is strictly prohibited.

If UCP has reasonable suspicion to believe that a team member is intoxicated or under the influence of prohibited drugs and or alcohol, then that team member may be directed to undergo an immediate reasonable suspicion drug and or alcohol test. A reasonable suspicion may be based upon the team member's appearance, behavior, body odors, speech, or upon other factors constituting reasonable suspicion.

Another drug and or alcohol test that is given to team members is the random drug test for team members who perform safety-sensitive functions. They are held to a stricter testing standard due to the Department of Transportation, all team members are part of our Worker's Compensation post accident drug/alcohol screening.

The prohibited substances that are being tested are the Five-Panel prohibited drugs plus alcohol (ethanol). These five prohibited drugs are Amphetamines (Methamphetamine), Marijuana, Cocaine, Opiates (Morphine) and Phencyclidine (PCP). Violations of the UCP Prohibited Substance Abuse Testing Policy or Drug and Alcohol Prevention Policy for Safety Sensitive Positions will result in disciplinary action, up to and including the termination of employment.



If you have any questions contact Natisha Development Coordinator at (916) 283-8317 or email nfryecowling@ucpsacto.org

It's that time again for spring cleaning! The UCP Thrift store will pick up any household goods (no mattresses, large appliances or monitors/tvs or computers) Call (800) 860-0357.

Also the UCP Car Program will take any car, RV, boat or motorcycle . For more information call 1 (866) 827- 7212. It costs you nothing, they pick up and they make a donation to UCP.



MARCH 2017

Anniversaries Continued....

Natalie Santos, Respite	4 yrs
Krysten Parker, Respite	4 yrs
Daniel Cano, Trans	3 yrs
Martha Kubitschek, SadPals	3 yrs
Laura Ramos, SAAGE	3 yrs
Amy Ausborn, DO	2 yrs
Shawn Lockhart, Respite	2 yrs
Christy Kennedy, Respite	2 yrs
Sheila Crawford, Respite	2 yrs
Georganna Shields, Respite	2 yrs
Donald Ping, Shuttle	2 yrs
Marshall Young, Shuttle	2 yrs
Dylan Magana, Respite	2 yrs
Briana Rojas, Respite	1 yr
Amber Burney, Respite	1 yr
Yenisei Arciniega, Trans	1 yr
Coralie Davis, Respite	1 yr
Kao Her, TRII	1 yr
Danielle Lyon, EOS	1 yr
Robert Hall, TRI	1 yr
Samantha Roan, Respite	1 yr
George Costin, Respite	1 yr
Emma Juarez, Respite	1 yr
Mary Braz, Respite	1 yr
Tara Scott, Respite	1 yr
Lakiah Cosby, PSS	1 yr
Tinotenda Gwarada, DO	1 yr



OPEN POSITIONS

- * F/T & P/T DSP's
- * Class B & C Drivers
- * Respite Workers
- * Program Supervisor
- * Program Coordinator
- * Program Manager
- * Community Integration Specialist
- * ILS Instructor
- * PT Development Assistant
- * Admin Assistant